

**KANSAS DEPARTMENT OF ADMINISTRATION
ECONOMIC IMPACT STATEMENT
K.A.R. 1-9-22 and K.A.R. 1-14-11**

I. Summary of Proposed Amendments to Regulations, Including Purpose.

K.A.R. 1-9-22 is an existing regulation that allows for paid job injury leave for state employees who sustain qualifying job injuries. The regulation currently restricts what can be considered a qualifying job injury to only a few, very specific situations. This narrow definition has resulted in several situations where employees who have experienced serious injuries on the job have not been eligible for job injury leave due to the manner in which their injury was sustained. The proposed amendment would address this inequity by allowing agency appointing authorities to grant job injury leave where the injury was sustained in any situation in which an appointing authority determines that granting job injury leave is in the best interest of the state.

K.A.R. 1-14-11 is an existing regulation which addresses furloughs of state employees. The regulation currently provides for a single process to define and implement a furlough, regardless of the underlying nature of the need for the furlough. The proposed amendment would establish two different types of furloughs, an administrative furlough and an emergency furlough, and distinguishes and clarifies the requirements for each.

II. Reason or Reasons the Proposed Regulation Is Required, Including Whether or Not the Regulation Is Mandated by Federal Law.

Neither K.A.R. 1-9-22 nor K.A.R. 1-14-11 are mandated by federal law. K.A.R. 1-9-22 is necessary to allow state employees who sustain qualifying job injuries to be granted paid job injury leave for a period not to exceed six total months away from work, as opposed to being required to utilize their own accrued leave for an injury suffered as a result of their duties. K.A.R. 1-14-11 is required to allow agency appointing authorities to furlough state employees in appropriate circumstances.

III. Anticipated Economic Impact

The economic impact of proposed amendments to K.A.R. 1-9-22 will depend on the number of times that agency appointing authorities grant job injury leave for situations that would not currently constitute a qualifying job injury in accordance with the regulation. As noted previously, the Department of Administration (the Department) has been made aware of several instances where an employee was not eligible but an agency appointing authority felt that the employee should have received job injury, it is anticipated that the amendment will lead to increased utilization, but such increased utilization is not anticipated to be substantial. Regardless of the increased utilization, job injury leave approved pursuant to the proposed amendment will be funded within existing agency budgets.

The economic impact of the proposed amendments to K.A.R. 1-14-11 is also expected to be minimal. The proposed amendment allows for emergency furloughs to be implemented without submitting a furlough plan to the State's Director of Personnel Services at least 30 days prior to the implementation of the furlough in order to address situations such as a lack in appropriation of funds. While the occurrence of such emergency furloughs is anticipated to be relatively rare, it will ensure that agencies are able to react quickly in response to such situations, thereby avoiding possible financial harm.

IV. Anticipated Financial Impact upon Other Governmental Agencies and upon Private Business or Individuals.

The Department does not anticipate any economic impact on other governmental agencies, other than as described above, or on private businesses.

V. Anticipated Economic Impact upon School Districts, Following Consultation with the Kansas Association of School Boards.

Not applicable. The proposed amendments would apply only to state employees.

VI. Less Costly or Intrusive Methods That Were Considered, but Rejected, and the Reason for Rejection.

The Department considered, but rejected, not making the proposed amendments. It was determined that compelling reasons exist to amend the regulations as proposed in order to: 1) allow job injury leave to be approved in appropriate situations that are not allowed by the current regulation; and 2) distinguish planned administrative furloughs from emergency furloughs and clarify the differing requirements for each.